

**Prince George's County, Maryland
Wage Determination Board
Quarterly Meeting
1400 McCormick Drive, Suite 308
Largo, Maryland 20774
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**Meeting Minutes
November 21, 2019**

Attendees:

Orlando Bonilla, Wage Determination Board Member

Demetrius Coffey, Compliance Analyst, Office of Central Services (OCS)
Bettie Crawl, CHW Solutions of MD, Inc. (CHW)

Lino Cressotti, Wage Determination Board Member

Eric Hines, Integrated Logistics Services (ILS)
Mary Hammond, CHW Solutions of MD, Inc. (CHW)
Cory Jefferson, Compliance Manager, OCS

Brian Mattingly, Wage Determination Board Member

Glenn Moorehead, Deputy Director, OCS
Rayann Otto-Anderson, Compliance Analyst, OCS
Diona Roney-Guy, Senior Compliance Analyst, OCS

The meeting was called to order at 12:08 p.m. by Rayann Otto-Anderson, Compliance Analyst Office of Central Services (OCS). Ms. Otto-Anderson welcomed those in attendance and called for introductions from the Wage Determination Board (the Board), staff and guests. Board members Orlando Bonilla, Lino Cressotti, and Brian Mattingly were in attendance.

No members of the public were in attendance.

The Board reviewed the proposed Building wage rates paying particular attention to Bulldozer, Laborer, and Roller categories. The Board agreed to accept the Building wage rates without changes based on Mr. Mattingly's motion to accept Building rates as proposed. The motion was seconded by Mr. Bonilla. After further discussion, Mr. Mattingly made a motion to create an additional category for the Building Laborer classification instead of the single generalized category. The Board agreed that the Laborer classification should be separated into Skilled Laborer and Common Laborer in order to distinguish the skill levels required and the wage rates paid to skilled vs. unskilled laborers. The motion was seconded by Orlando Bonilla.

The Board agreed that Apprentices who are part of an approved Apprenticeship program and working on a Prevailing Wage project within Prince George's County, should be paid the same wage rate as a Journeyman on the same project for the same job classification.

Staff raised a concern related to the wage rate paid for the Asphalt Raker classification in the Highway category. The Asphalt Raker wage rate of \$10.00 per hour had not changed since 2011 and had fallen below the Maryland minimum wage. After a thorough review and discussion, the Board agreed to align the Asphalt Raker wage rate with the Federal rate and fringe benefit for the same category. Mr. Mattingly then made a motion to raise the Asphalt Raker wage rate to \$18.00 hourly plus \$6.38 fringe benefit. The motion was seconded by Lino Cressotti.

Ms. Otto-Anderson requested clarification on the earlier motion to create an additional category for Laborer. The Board unanimously agreed to add to Mr. Mattingly's motion to create an

additional Laborer classification for Highway as it did for Building. As such, the Board will create an additional category for Laborer in both the Building and Highway category, in order to differentiate between skilled and unskilled Laborers.

Lino Cressotti recommended that during the next prevailing wage survey process, that the County request copies of Collective Bargaining (CBA) agreements as a means of validating agreed-upon wages and to ensure that the County's Prevailing wage rates are not below the CBA rates. Mr. Bonilla made a motion to accept the Highway wage rates with changes to the Asphalt Raker rate. The motion was seconded by Lino Cressotti.

Cory Jefferson, Compliance Manager (OCS) discussed information requested by the Board and indicated that the Office of Law (OOL) provided a written draft in response to the Board's request. Mr. Jefferson explained that in the draft response, OOL stated that the Board is required to alert County agencies of potential violations, which should result in the agency withholding payments to the contractor, or request that the contractor withhold payment to their subcontractor(s). OOL also reiterated that the language in the County Code requires overtime to be paid when work exceeds eight (8) hours per day and forty (40) hours per week. While a response was provided in draft form, the official legal opinion is still pending.

Following the information provided by Mr. Jefferson, Mr. Mattingly made a motion that overtime be paid at the higher classification rate when employers split work between labor categories during the same workday. The Board agreed that workers tasked with performing work within

more than one job classification in the same day must be paid at the higher wage rate of the job classifications for which they worked. The motion was seconded by Mr. Bonilla.

Mr. Cressotti recommended that staff include a statement on the bottom of the posted Prevailing Wage rate schedule that states when overtime becomes effective. Staff agreed to include an informational statement at the bottom of the Prevailing Wage rate sheets in line with the language stated in the draft response from OOL.

The meeting adjourned at 12:55 p.m.